

UNIVERSITY STAFF ADVISORY COUNCIL

WEB SUBMISSIONS

February 14, 2023

The following web submission was received before February 7, 2023 and discussed during the closed session of USAC's meeting on February 14, 2023.

Idea/Rationale: Would love to see more formalized networking opportunities across university departments. Maybe a one a month or bi monthly lunch at the Dining Hall with international networking in the staff lounge.

I think there are many unknown opportunities to collaborate across staff departments and faculty teams that go untapped due to lack of built relationships.

Response: The USAC Executive Committee, Jamie Lynn Haskins, *Chair*, Paul Just, *Vice-Chair*, and Kourtney Ennis, *Secretary/Treasurer*, crafted the following response.

Currently, USAC is working on developing a series of low-key, breakfast meetings with members of campus leadership and anyone else who folks might want to get to know a little better, our first of which was on February 10th with Dave Hale. Keep an eye out for communication on how to register for the next meeting and please feel free to share any ideas on who you would want to hear from in the future.

If any staff aren't assigned USAC reps, they can always join one of our committees that helps support and spread the word about USAC happenings.

Beyond that, there are multiple affinity groups that are involved with students and staff alike as well as many events for faculty and staff regularly advertised in the daily SpiderBytes.

Women in Leadership

Marti Tomlin (mtomlin@richmond.edu) Elizabeth Schlatter (eschlatt@richmond.edu)

LGBTQ+ Faculty and Staff

Casey Butler (cbutler2@richmond.edu)

Faculty and Staff of Color

Shannon Jones (sjones22@richmond.edu) Monti Datta (mdatta@richmond.edu)

Idea/Rationale: As the University moves forward with executing on the President's Guiding Lights and developing the strategic plan, what is the vision for staff involvement beyond the idea seeking stage?

Response: Dara Gocheski, *Chief of Staff – President*, was reached out to and provided the following response:

We always welcome staff input on how we can make progress. Staff are absolutely vital to UR and we appreciate their many contributions to our vibrant university community. We will continue to welcome input from all members of our university community – students, staff, faculty, alumni, parents, and friends – and we look forward to working with our university community to implement strategic planning initiatives.

USAC is not vested with binding authority, but serves to provide input and recommendations to the administration regarding staff interests and concerns as they bear upon the life and operation of the institution.

Idea/Rationale: Is there any way to get staff parking in C61?

So many students are parking in this lot now that staff that work in the Weinstein and Well-Being Center are having difficulty finding parking when coming to work. I am concerned it will worsen when baseball season starts and we will have even more visitors in this lot. There is very little staff parking available on our side of campus.

Response: Natalia Green, *Director for Parking & Transportation - Campus Parking*, was reached out to. Natalia provided the following response:

There are a large number of students returning from abroad and with many of them commuting to school, they have filled the commuter section of parking lot C61.

Parking lots C61 and C66 are designated parking lots for commuting students. Faculty and staff share the lot with commuting students and resident students who are assigned to park in C61.

We sent a message to the commuter students advising them not to park in the Auxiliary parking lot (AUX). Auxiliary will be reserved for faculty/staff and Wellness vehicles. It may take a little while to train the students to park in C66.

Additionally, once construction and landscaping is complete on the back side of Pitt Field, the parking lot that is currently gated off near Marsh Hall will provide additional student parking as well.



Idea/Rationale: When the University eliminated the personal day and Busch Gardens day as a benefit, employees with 1-4 years of service were given an extra three days off. Employees who had been here for five years or more got no increase in vacation time. All employees should be treated fairly. *

Response: Carl Sorenson, *Senior Associate VP, Human Resources* answered similar web submissions related to the change in the University vacation policy and the discontinuation of Busch Gardens Day multiple times previously. Please reference the sets of web submissions linked below for those responses as well as the Human Resources 2021 Leave Policy Changes, also linked below, for a comprehensive list of changes and questions/answers related to the change.

[July 12, 2022 Web Submissions](#)

[October, 11 2022 Web Submissions](#)

[Human Resources 2021 Leave Policy Changes](#)

If you have further questions, please work with your supervisor and/or your HR business partner or submit a question via the “Ask HR” form linked below.

[Find Your Departments HR Consulting Team](#)

[Ask HR](#)

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Following discussion during the closed session of the USAC meeting, we followed up with Carl regarding the following specific issue that was raised:

When the Vacation Policy changed folks with 0 – 9 years of service got three extra vacation days, bumping from 12 to 15 days accrued yearly, and folks with 9+ years of service received zero additional days.

Carl provided the following response:

Prior to the change, all employee's balances were reset on their anniversary every year.

If, after accruing and taking vacation I had 10 days in the "bank" at the end of my first year, that's what my balance would be to start my second year.

In my second year, I would continue to accrue 15 days for the year. If I took no vacation that year, my balance would be 25 days at the end of the year. On the day after my anniversary, my balance would be reset to 20 days (my accrual +5 days).

In my third year I again accrue 15 days and take no vacation my balance would be 35 days. On the day after my anniversary, my balance would once again return to 20 days.

Now, one is able to accrue until they reach a maximum of twice the annual accrual, at which point accruing stops. In the example above, a new employee continues to accrue vacation until they hit 30 days (2x15) and then accrual stops until they take some vacation.

People are able to carry an ongoing balance that is twice what they used to be able to carry. In my case, I would accrue up to 40 days of vacation where before I could only carry up to 25.

As stated above, should you still have further questions, please reach out to your HR business partner or utilize the Ask HR form, both of which are linked above in this response.

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